



City of San José Deferred Compensation Plan

Contribution Limits Increased for 2009!

The IRS has announced increased 2009 annual contribution limits for 457 deferred compensation plans. Below is information on the new limits. If you are interested in changing your pay period contributions to take advantage of the new limits, we've calculated the new pay period amount required in each of the 27 pay periods in 2009.

❖ Increased Annual Limit

The normal limit will increase to **\$16,500** (up from \$15,500 in 2008). The new pay period amount to reach this maximum is **\$611.11**..

❖ Increased Age 50+ Catch-Up

If you will be at least age 50 before the end of 2009, you can contribute an additional \$5,500 to the Plan, making your maximum contribution **\$22,000** (up from \$20,500 in 2008). The new pay period amount to reach this maximum is **\$814.81** per pay period

❖ Increased Special Catch-Up

The regular catch-up, available to you in the three years prior to your Normal Retirement Age, will increase to **\$33,000** (up from \$31,000 in 2008). The new pay period amount to reach this maximum is **\$1,222.22** per pay period. *Please call the ING office for more information on this option.*

It's easy to increase your contributions to the Plan. You can either:

1. E-mail or submit the Paycheck Deduction Form to Human Resources, attn: Deferred Compensation. Paycheck Deduction Change Forms are available on both internet and intranet site at www.sanjoseca.gov or www.csj.gov under Human Resources, Deferred Compensation. Changes received by **12/16/08** will be effective on pay period 1, 2009 (first check in January).
2. Make a change online through the City's Intranet site at www.csj.gov/eway. Changes submitted 12/01/08 to 12/31/08 will be effective on pay period 2, 2009 (second check in January). Note: If you plan to use e-way and want to contribute the maximum amount in 2009, please contact an ING representative to determine the pay period amount required. You will need to provide the ING representative with the amount of your currently scheduled pay period 1 deduction.



Need help? Contact your ING local representative for assistance by phone by calling **1.877.464.4748** or **1.408.881.0110**.